



# **Semi-Annual Report on Female and Minority Employment**

**July 1, 2005 – December 30, 2005**

**Personnel Cabinet  
February 2006**



## TABLE OF CONTENTS

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Letter from the Secretary .....	3
Executive Summary .....	4
Commonwealth of Kentucky Workforce Analysis.....	7
Statewide Utilization Table.....	11
Itemized Utilization Analysis and Tables	
General Government Utilization Analysis .....	12
General Government Minority Utilization Analysis .....	14
General Government Female Utilization Data .....	16
Justice and Public Safety Cabinet .....	61
Transportation Cabinet .....	63
Economic Development Cabinet .....	65
Finance and Administration Cabinet .....	67
Commerce Cabinet.....	69
Education Cabinet .....	71
Environmental and Public Protection Cabinet .....	73
Cabinet for Health and Family Services .....	75
Personnel Cabinet .....	77
Legislative Branch .....	79
Utilization Trend Analysis .....	83
Utilization Trend Tables .....	84
Appendix A	
EEO Job Category Glossary .....	86



**ERNIE FLETCHER**  
**GOVERNOR**

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PERSONNEL CABINET  
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**ERWIN ROBERTS**  
**SECRETARY**

The Honorable Ernie Fletcher  
Governor, Commonwealth of Kentucky  
The Capitol Building  
Frankfort, Kentucky 40601

Dear Governor Fletcher:

In accordance with KRS 18A.138, I am submitting to you the enclosed report on the status of affirmative action in Kentucky State Government for the six month period of July 1, 2005 through December 30, 2005. This report reflects the Executive Branch minority and female employment utilization statewide and by individual cabinet and/or agencies including the Legislative Branch.

The long-term hiring goal for minorities set by this Administration was raised from 7.51 percent to 10 percent on July 1, 2004. The long-term female hiring goal of 52.42 percent remained the same. Through these goals, this administration seeks to reduce under representation by race, ethnicity and gender.

The data for this reporting period reflects continual progress toward these goals. The total number of state employees as of December 30, 2005 was 35,022. The statewide percentage attained as of December 30, 2005 was 8.56 for minorities and 49.84 for females. There was a slight increase in the minority percentage of 0.21 percent and a decrease of 0.04 percent in females.

The Cabinets for Health and Family Services and the Personnel Cabinet reached the overall goals for both minority and female employment. The Cabinet for Economic Development and the Education Cabinet reached the overall goal for female employment.

As agencies continue to take proactive steps to increase minority hiring efforts, I am confident this administration will reach its goals. Through the new office of Human Resource Planning and Diversity Initiatives, the Personnel Cabinet is committed to assisting these agencies in the many efforts needed to create and maintain a diverse work force.

Sincerely,

A handwritten signature in blue ink, appearing to read "Erwin Roberts".

Erwin Roberts  
Secretary

## **Executive Summary**

Equal Employment Opportunity (EEO) is about equity and fairness in employment for all, but with particular attention to groups that face employment disadvantages. The policy and practice of EEO are important components of Governor Ernie Fletcher's commitment to building a diverse, capable workforce that reflects the Commonwealth it serves.

After the Personnel Cabinet review of the Commonwealth's overall female and minority hiring efforts, a new office has been developed to assist in moving the Commonwealth forward in this area. The new office of Human Resource Planning and Diversity Initiatives, located within the Personnel Cabinet, is committed to assisting these agencies in the many efforts needed to create and maintain a diverse work force. While minority hiring is at an all-time high, there are still opportunities for improving the representation of women and minorities in the work force.

For the past decade, all EEO-related functions and responsibilities were held by the state EEO coordinator. The state EEO coordinator reported directly to the secretary of the Personnel Cabinet and was responsible for ensuring compliance with KRS 18A.138. However, there was no official office or structure, and a limited number of staff handled the dynamic needs of work force planning as it relates to the areas of EEO/affirmative action, recruitment, retention, diversity inclusion training and cultural competency.

In an effort to improve the coordination of human resource services for state agencies, the Office of Human Resource Planning and Diversity Initiatives was created. This new office will be responsible for diversity initiatives EEO/affirmative action implementation.

The new office consists of two divisions: the Division of Diversity Relations and the Division of Work Force Analytics. The Division of Diversity Relations is primarily responsible for developing and implementing the state's affirmative action plan, promulgating rules and regulations, providing consultation and technical assistance to agencies for the development and renewal of their affirmative action plans, investigating any complaints concerning unfair treatment, and conducting consultation and training in the areas of EEO/affirmative action, recruitment, retention, diversity inclusion training and cultural competency.

The Division of Work Force Analytics is responsible for developing a systematic process for identifying the work force competencies required to meet the commonwealth's strategic goals and for developing the strategies to meet these requirements. Additionally, this division will be responsible for developing and implementing recommendations for policy and program review, providing information for workforce initiatives and developing and implementing public awareness programs for fostering diversity in state government and the public. This new organizational structure takes into consideration the need for a more aggressive approach to minority hiring and retention, and it will work to ensure

that state agencies will have the information and tools necessary to identify and address the gaps between the work force of today and the human capital needs of tomorrow. The intent is not to create a new office that duplicates existing offices and functions. Instead, it is designed to strategically focus and unify existing resources to achieve Governor Fletcher's commitment to diversity and his goal of creating opportunities for Kentuckians.

### **Semi-Annual Report**

In an ongoing effort to improve the way we provide information to agencies and the public, the "Semi-Annual Report on Female and Minority Employment" will continue to evolve as more data is gathered and analysis is conducted. New reporting features will include additional analyses, reporting methodology and summaries of the data provided. This report is intended to assist each cabinet and agency in tracking progress in terms of meeting the long-term goals for female and minority employment.

Effective July 1, 2004, the hiring goal for minority employment was increased from 7.51 percent to 10 percent. The female hiring goal remained at 52.42 percent.

The data contained in this report reflects employment statistics from July 1, 2005 through December 30, 2005. The data reflects minority and female employment utilization for the Executive and Legislative Branch.<sup>1</sup> The data in this report does not reflect Cabinets' ability to achieve goals based on availability. Availability has not yet been established and will be reflected in future utilization and Affirmative Action reports.

### **Methodology**

All data reflected in this report is from July 1, 2005 through December 30, 2005. The data reported was retrieved from Customer Information Control System (CICS), the commonwealth's payroll system. These statistics are based on voluntary information provided by the employee on their initial application. The statistics reflect utilization by gender and ethnicity for employees statewide.

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<sup>1</sup> Includes the various boards of the Commonwealth, the Office of the Attorney General, the Office of the Auditor of Public Accounts, the Governor's Office, the Office of the Lieutenant Governor, the Commerce Cabinet, Cabinet for Economic Development, Education Cabinet, Environmental and Public Protection Cabinet, Finance and Administration Cabinet, Cabinet for Health and Family Services, Justice and Public Safety Cabinet, Personnel Cabinet, the Secretary of State's Office, Transportation Cabinet, the Office of the State Treasurer and the Legislative Branch, which includes the Legislative, Legislative Research Commission and the General Assembly .

## **Methodology Cont.**

For the purpose of this report, the data is used as a general standard of comparison between the governor's minority and female hiring goals and the current minority and female work force percentages. Due to number rounding and other adjustments in CICS, percentages may not always equal 100 percent. The statistical data provided in previous reports for this period may not be identical to the numbers reflected in this report. This is the result of cabinet-wide reorganization and adjustments in the reporting feeds. The total number of state employees is comprised of all full-time and interim executive branch employees that are both merit and non-merit.

## **Structure of Report**

The current work force profile of the executive branch employees is conveyed through the use of statistical data. These profiles are reflected in the use of tables to highlight the utilization and employment goals.

The Minority Utilization Table and Female Utilization Table are broken down by the EEO job categories and the number of minority and female employees in those groups. Additionally, the tables compare the minority and female hiring goals with the current minority and female percentages. The tables also provide the number of employees needed to meet the minority and female hiring goals.

The yellow highlighted fields indicate the EEO job categories in which the cabinet or agency has met the governor's utilization goal. The blue highlighted fields indicate EEO job categories in which no positions existed. Descriptions of the EEO job categories can be found in Appendix A. Appendices have been added to provide further statistical data.

## **Commonwealth of Kentucky Workforce Analysis**

### **Statewide Minority Utilization Data**

The data contained in this report reflects employment statistics from July 1, 2005 through December 30, 2005. The overall percentage of Minorities employed during the reporting period increased to 8.56 from 8.35 percent.<sup>2</sup> The minority hiring goal established on July 1, 2004 is 10 percent. Minority utilization statewide increased by 0.21 percent, a steady progression toward the long-term goal for minority utilization.<sup>3</sup>

Employment goals were met in the following EEO categories: para professionals and service maintenance. The areas for opportunity include the following categories: administrators, professionals, technicians, protective services workers, office and clerical workers, and craftsmen.

### **Statewide Female Utilization Data**

The data contained in this report reflects employment statistics from July 1, 2005 through December 30, 2005. The overall percentage of females employed during the reporting period decreased from 49.88 to 49.84 percent.<sup>4</sup> The female hiring goal established on July 1, 2004 is 52.42 percent. Female utilization statewide decreased by 0.04 percent.<sup>4</sup>

Employment goals were met in the following EEO categories: professionals, para professionals, and office and clerical workers. The areas for opportunity include the following categories: administrators, technicians, protective services workers, service maintenance and craftsmen.

### **Statewide Minority and Female Utilization**

The total incumbency by cabinet is represented in figure 1. Figure 2 identifies the descending rank order of minorities needed by cabinets and general government to meet the established goals of 10 percent. Figure 3 represents the descending rank order of women needed by cabinets and general government to meet the established goals of 52.42 percent. Figures 2-3 identify the total number of incumbents needed to meet the established goals for minority and female employment by cabinet and general government.

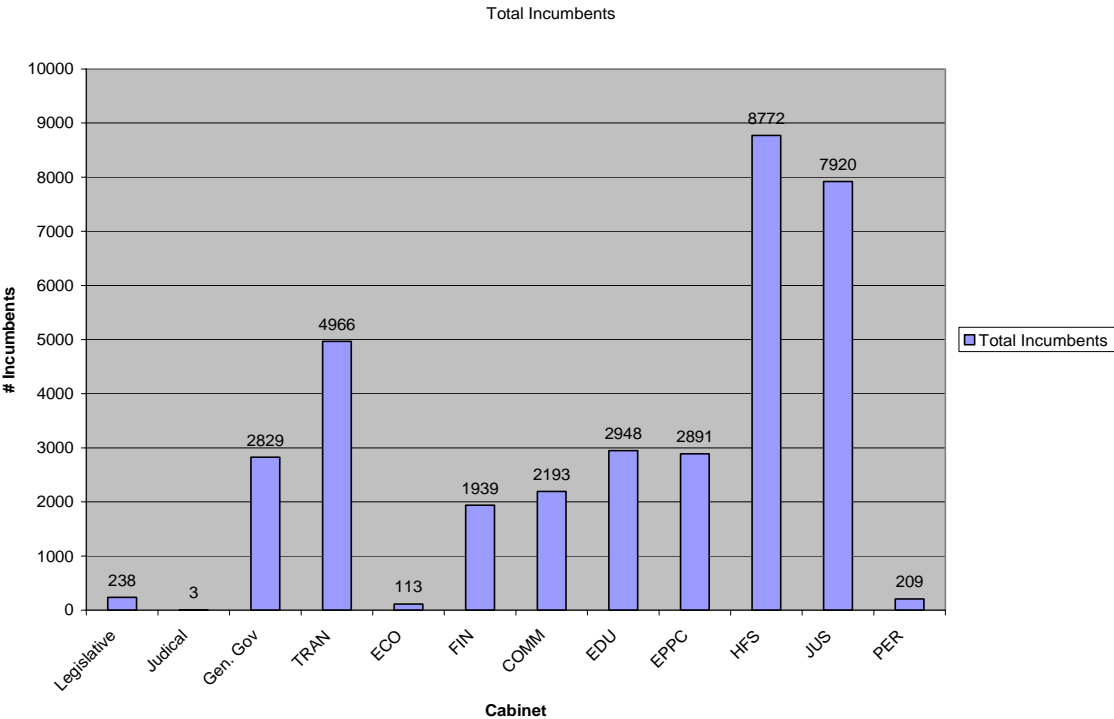
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<sup>2</sup> The Commonwealth of Kentucky workforce increased from 34,605 to 35,022.

<sup>3</sup> Minority hires increased from 2,890 to 2,997.

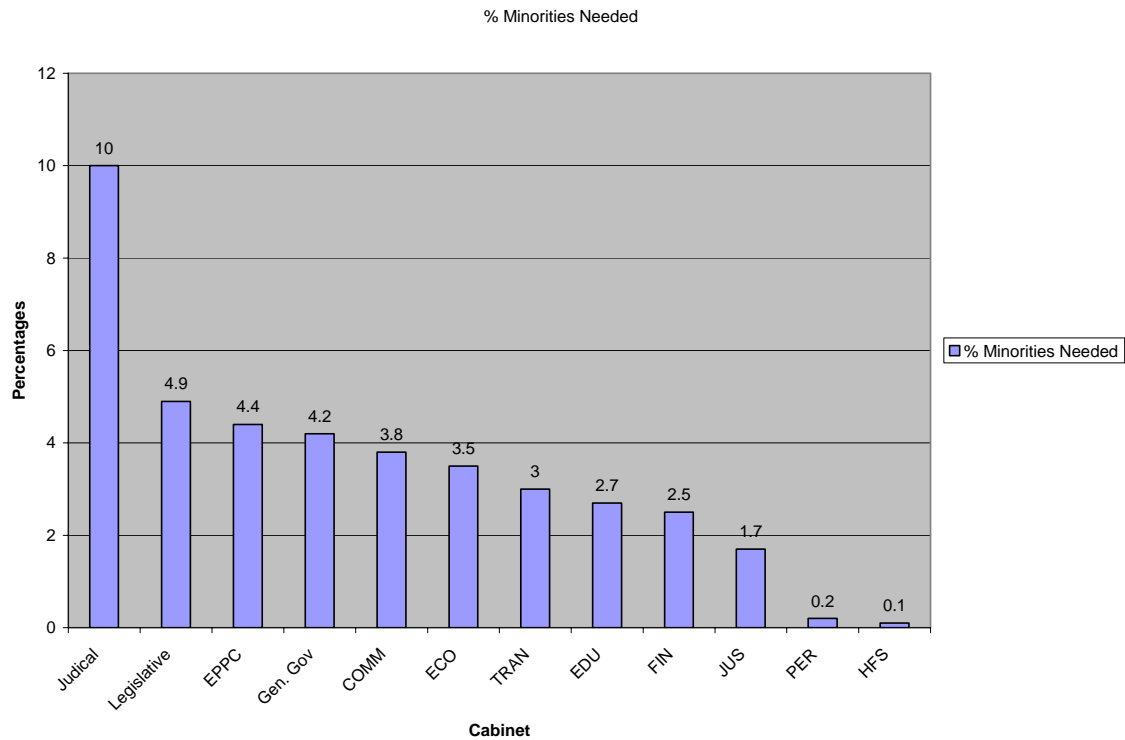
<sup>4</sup> Female hires increased from 17,261 to 17,456

Figure 1: Total Incumbents Statewide by Cabinet



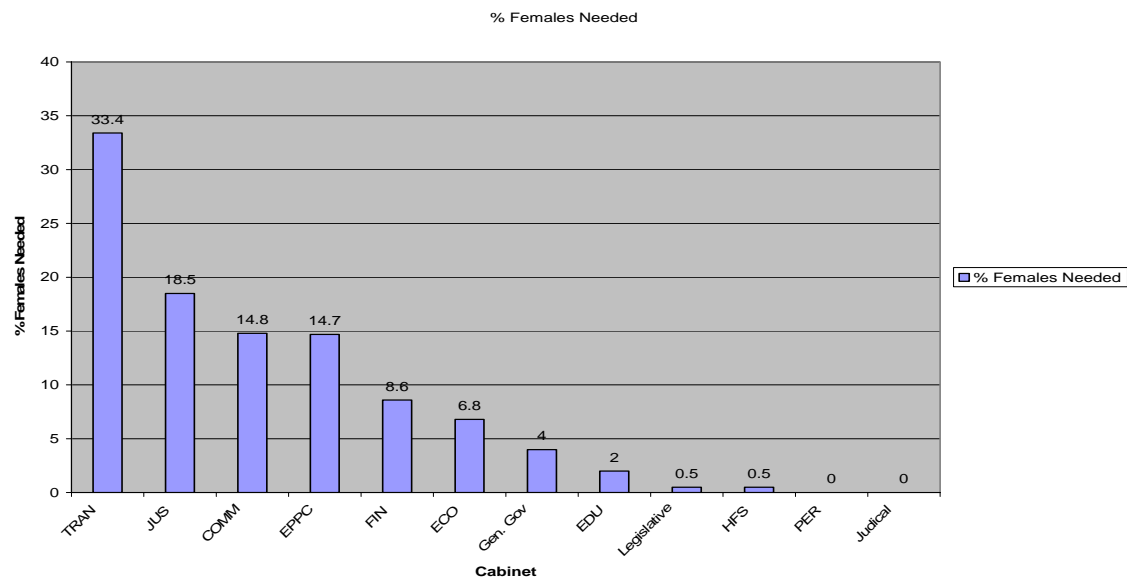


**Figure 2: Percentage of Minority Needed by Cabinet**



\* Values do not reflect workforce availability, which at time of reporting has not been established.

**Figure 3: Percentage of Female Needed by Cabinet**



\* Values do not reflect workforce availability, which at time of reporting has not been established.

## Statewide Utilization Table

JOB CATEGORY	TOT EMPS	MIN	% MIN	UNDER UTIL	PROJ % GOAL	FEMALE EMPS	% FEMALE	UNDER UTIL	PROJ % GOAL	# MIN NEEDED	# FEMALE NEEDED
EEO GRP 1: OFFICIALS & ADMIN	3130	212	6.77	YES	10.00%	1,285	41.05	YES	52.42%	101.0	355.7
EEO GRP 2: PROFESSIONAL	16,503	1,417	8.59	YES	10.00%	9,542	57.82	NO	52.42%	233.3	0
EEO GRP 3: TECHNICIANS	1,953	125	6.40	YES	10.00%	757	38.76	YES	52.42%	70.3	266.8
EEO GRP 4: PROTECT SERV WRKR	3,431	286	8.34	YES	10.00%	570	16.61	YES	52.42%	57.1	1228.5
EEO GRP 5: PARA PROFESSIONAL	2,460	351	14.27	NO	10.00%	1,888	76.75	NO	52.42%	0	0
EEO GRP 6: OFFICE & CLERICAL	2,556	172	6.73	YES	10.00%	2,159	84.47	NO	52.42%	83.6	0
EEO GRP 7: CRAFTSMEN	2,565	154	6.00	YES	10.00%	163	6.35	YES	52.42%	102.5	1181.6
EEO GRP 8: SERVICE MAINTENAN	2,379	278	11.69	NO	10.00%	1,069	44.93	YES	52.42%	0	178.1
EEO GRP 9: OTHER	45	2	4.44	NO	. %	23	51.11	NO	. %	0	0
TOTAL	35,022	2,997	8.56			17,456	49.84				

# **Itemized Utilization Analysis and Tables**

## **General Government Utilization Analysis**

### **General Government Minority Utilization Data**

The data contained in this report reflects employment statistics from July 1, 2005 through December 30, 2005. The overall percentage of minorities employed during the reporting period remained the same at 5.83.<sup>5</sup> The minority hiring goal established on July 1, 2004 is 10 percent.

Employment goals were met in the EEO category of service maintenance. The areas for opportunity include the following categories: para professionals, administrators, professionals, technicians, protective services workers, office and clerical workers and craftsmen.

### **General Government Female Utilization Data**

The data contained in this report reflects employment statistics from July 1, 2005 through December 30, 2005. The overall percentage of females employed during the reporting period increased from 58.35 to 58.36 percent.<sup>6</sup> The female hiring goal established on July 1, 2004 is 52.42 percent. Female utilization in general government increased by 0.01 percent.<sup>6</sup>

Employment goals were met in the following EEO categories: professionals, para professionals, office and clerical workers and service maintenance. The areas for opportunity include the following categories: administrators, technicians, protective services workers and craftsmen.

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<sup>5</sup> Minority hires increased from 162 to 165.

<sup>6</sup> Female hires increased from 1,621 to 1,651

## General Government Utilization Tables

### General Government

JOB CATEGORY	TOT EMPS	MIN	% MIN	UNDER UTIL	PROJ % GOAL	FEMALE EMPS	% FEMALE	UNDER UTIL	PROJ % GOAL	# MIN NEEDED	# FEMALE NEEDED
EEO GRP 1: OFFICIALS & ADMIN	368	16	4.35	YES	10.00%	137	37.23	YES	52.42%	20.8	55.9
EEO GRP 2: PROFESSIONAL	1,267	76	6.00	YES	10.00%	695	54.85	NO	52.42%	50.7	0
EEO GRP 3: TECHNICIANS	236	3	1.27	YES	10.00%	110	46.61	YES	52.42%	20.6	13.7
EEO GRP 4: PROTECT SERV WRKR	88	3	3.41	YES	10.00%	18	20.45	YES	52.42%	5.8	28.1
EEO GRP 5: PARA PROFESSIONAL	305	29	9.51	YES	10.00%	278	91.15	NO	52.42%	1.5	0
EEO GRP 6: OFFICE & CLERICAL	295	13	4.41	YES	10.00%	276	93.56	NO	52.42%	16.5	0
EEO GRP 7: CRAFTSMEN	74	4	5.41	YES	10.00%	22	29.73	YES	52.42%	3.4	16.8
EEO GRP 8: SERVICE MAINTENAN	196	21	10.71	NO	10.00%	115	58.67	NO	52.42%	0	0
TOTAL	2,829	165	5.83			1,651	58.36				

## **General Government Minority Utilization Analysis**

The data contained in this report reflects employment statistics from July 1, 2005 through December 30, 2005. The minority hiring goal established on July 1, 2004 is 10 percent. The overall percentage of minorities employed during the reporting period reflects that the following departments/boards had 10 percent or higher minority employment: Examiners and Registration of Architects (33)\*, Nursing (37), Real Estate Commission (42) and Human Rights Commission (47).

During the reporting period, the following departments/boards had 10 percent or higher minority employment in the EEO job category of Officials & Administrators: Board of Nursing (37) and Human Rights Commission (47).

During the reporting period reflects that the following departments/boards had a 10 percent or higher minority employment in the EEO job category of Professionals: Board of Nursing (37), Human Rights Commission (47), Kentucky Infrastructure Authority (55), State Treasurer (58) and Secretary of State (59).

During the reporting period reflects that the following departments/boards had a 10 percent or higher for minority employment in the EEO job category of Technicians: Real Estate Commission (42).

During the reporting period reflects that the following departments/boards had a 10 percent or higher minority employment in the EEO job category of Protective Service Worker: Department of Veterans Affairs (52).

- (indicates page number where chart may be found)

## **General Government Minority Utilization Data Cont.**

During the reporting period reflects that the following departments/boards had a 10 percent or higher for minority employment in the EEO job categories of Para Professionals: Department of Agriculture (20).

During the reporting period reflects that the following departments/boards had a 10 percent or higher minority employment in the EEO job category of Office and Clerical: Department of Agriculture (20), Human Rights Commission (47), Secretary of State (59) and Governor's Office for Local Development (61).

During the reporting period reflects that the following departments/boards had a 10 percent or higher minority employment in the EEO job category of Craft workers (Skilled): Board of Examiners of Registration of Architects (33) and Department of Veterans Affairs (52).

During the reporting period reflects that the following departments/boards had a 10 percent or higher for minority employment in the EEO job category of Service Maintenance: Department of Agriculture (20) and Department of Military Affairs (53).

\* (indicates page number where chart may be found)

### **General Government Female Utilization Data**

The data contained in this report reflects employment statistics from July 1, 2005 through December 30, 2005. The female hiring goal established on July 1, 2004 is 52.42 percent. The overall percentage of females employed during the reporting period reflects that the following departments/boards had a 52.42 percent or higher female employment: United Prosecutorial System (21), Attorney General (22), Auditor of Public Accounts (23), Registry of Election Finance (24), Accountancy (25), Auctioneers (26), Barbering (27), Chiropractic Examiners (28), Dentistry (29), Elections (30), Embalmers and Funeral Home Directors (32), Examiner and Registration of Architects (33), Hairdresser and Cosmetologists (34), Commission on Women (35), Medical Licensure (36), Nursing (37), Optometric Examiners (38), Physical therapist (40), Respiratory Care Practitioners (41), Real Estate Commission (42), Real Estate Appraisers (43), School Facilities Construction (45), Executive Branch Ethics (46), Human Rights Commission (47), Personnel Board (48), Governor (50), Veteran Affairs (52) Military Affairs (54), Homeland Security (57), State Treasurer (58) and Secretary of State (59).

During the reporting period, the following departments/boards had 52.42 percent or higher for female employment in the EEO job category of Officials & Administrators: Registry of Election Finance (24), Barbering (27), Elections (30), Hairdresser and Cosmetologist (34), Commission on Women (35), Optometric Examiners (38), Real Estate Commission (42), Executive Branch Ethics Commission (46), State Treasurer (58) and Secretary of State (59).

During the reporting period, the following departments/boards had 52.42 percent or higher female employment in the EEO job category of Professionals: Auditor of Public Accounts (23), Registry of Election Finance (24), Accountancy (25), Auctioneers (26), Elections (30), Hairdresser and Cosmetologist (34), Commission on Women (35), Board of Medical Licensure (36) Nursing (37), Real Estate Commission (42), School Facilities Construction Commission (45), Human Rights Commission (47), Governor (50), Veteran Affairs (52), Military Affairs (53), Military Affairs Commission (54), State Treasurer (58) and Secretary of State (59).

\* (indicates page number where chart may be found)



## **General Government Female Utilization Data Cont.**

During the reporting period, the following departments/boards had 52.42 percent or higher female employment in the EEO job category of Technicians: Attorney General (22), Registry of Election Finance (24), Emergency Medical Services (31), Hairdresser and Cosmetologist (34), Nursing (37), Real Estate Commission (22), State Budget Director (49), Governor (50), Veterans Affairs (52), State Treasurer (58) and Secretary of State (59).

During the reporting period, the following departments/boards had 52.42 percent or higher for female employment in the EEO job category of Protective Service Worker: None.

During the reporting period, the following departments/boards had 52.42 percent or higher for female employment in the EEO job categories of Para Professionals: Department of Agriculture (20), Attorney General (22), Medical Licensure (36), Nursing (37), Registration of Profession Engineers and Land Surveyors (44), Veterans Affairs (52) and Kentucky Infrastructure Authority (55).

During the reporting period, the following departments/boards had 52.42 percent or higher for female employment in the EEO job category of Office and Clerical: Department of Agriculture (20), United Prosecutorial System (21), Attorney General (22), Auditor of Public Accounts (23), Registry of Election Finance (24), Accountancy (25), Auctioneers (26), Barbering (27), Chiropractic Examiners (28), Dentistry (29), Embalmers and Funeral Home Directors (32), Examiners and Registration of Architects (33), Hairdresser and Cosmetologist (34), Medical Licensure (35), Nursing (37), Pharmacy (39), Physical Therapist (40), Respiratory Care Practitioners (41), Executive Branch Ethics (46), Human Rights Commission (47), Personnel Board (48), State Budget Director (49), Governor (50), Lieutenant Governor (51), Veterans Affairs (52), Military Affairs (53), Agricultural Development (56), Homeland Security (57), Secretary of State (59) and Governors Office for Local Development (61).

- (indicates page number where chart may be found)

## **General Government Female Utilization Data Cont.**

During the reporting period, the following departments/boards had 52.42 percent or higher female employment in the EEO Job Category of Craft Workers (Skilled): Attorney General (22), Embalmer and Funeral Home Director (32), Examiners and Registration of Architects (33), Medical Licensure (36), Nursing (37), Real Estate Commission (42), Real Estate Appraiser Board (43), Registration for Professional Engineers and Land Surveyors (44), Homeland Security (57), Secretary of State (59) and the Governor's Office for Local Development (61).

During the reporting, that the following departments/boards had 52.42 percent or higher for female employment in the EEO job category of Service Maintenance: Veterans Affairs (52) and the Governor's Office for Local Development (61).

\* (indicates page number where chart may be found)

## Department of Agriculture

JOB CATEGORY	TOT EMPS	MIN	% MIN	UNDER UTIL	PROJ % GOAL	FEMALE EMPS	% FEMALE	UNDER UTIL	PROJ % GOAL	# MIN NEEDED	# FEMALE NEEDED
EEO GRP 1: OFFICIALS & ADMIN	78	2	2.56	YES	10.00%	20	25.64	YES	52.42%	5.8	20.9
EEO GRP 2: PROFESSIONAL	76	7	9.21	YES	10.00%	38	50.00	YES	52.42%	0.6	1.8
EEO GRP 3: TECHNICIANS	108	0	0	YES	10.00%	15	13.89	YES	52.42%	10.8	41.6
EEO GRP 5: PARA PROFESSIONAL	4	1	25.00	NO	10.00%	4	100.00	NO	52.42%	0	0
EEO GRP 6: OFFICE & CLERICAL	12	3	25.00	NO	10.00%	10	83.33	NO	52.42%	0	0
EEO GRP 8: SERVICE MAINTENANCE	4	3	75.00	NO	10.00%	0	0	YES	52.42%	0	2.1
TOTAL	282	16	5.67			87	30.85				

## Unified Prosecutorial System

JOB CATEGORY	TOT EMPS	MIN	% MIN	UNDER UTIL	PROJ % GOAL	FEMALE EMPS	% FEMALE	UNDER UTIL	PROJ % GOAL	# MIN NEEDED	# FEMALE NEEDED
EEO GRP 1: OFFICIALS & ADMIN	2	0	0	YES	10.00%	1	50	YES	52.42%	0.2	0
EEO GRP 2: PROFESSIONAL	393	8	2.04	YES	10.00%	139	35.37	YES	52.42%	31.3	67.0
EEO GRP 4: PROTECT SERV WRKR	33	0	0	YES	10.00%	16	48.48	YES	52.42%	3.3	1.3
EEO GRP 6: OFFICE & CLERICAL	175	5	2.86	YES	10.00%	167	95.43	NO	52.42%	12.5	0
TOTAL	603	13	2.16			323	53.57				

## Office of the Attorney General

JOB CATEGORY	TOT EMPS	MIN	% MIN	UNDER UTIL	PROJ % GOAL	FEMALE EMPS	% FEMALE	UNDER UTIL	PROJ % GOAL	# MIN NEEDED	# FEMALE NEEDED
EEO GRP 1: OFFICIALS & ADMIN	49	4	8.16	YES	10.00%	18	36.73	YES	52.42%	0.9	7.7
EEO GRP 2: PROFESSIONAL	163	15	9.20	YES	10.00%	83	50.92	YES	52.42%	1.3	2.4
EEO GRP 3: TECHNICIANS	5	0	0	YES	10.00%	3	60.00	NO	52.42%	0.5	0
EEO GRP 5: PARA PROFESSIONAL	2	0	0	YES	10.00%	2	100	NO	52.42%	0.2	0
EEO GRP 6: OFFICE & CLERICAL	17	0	0	YES	10.00%	17	100	NO	52.42%	1.7	0
EEO GRP 7: CRAFTSMEN	3	0	0	YES	10.00%	3	100	NO	52.42%	0.3	0
TOTAL	239	19	7.95			126	52.72				

## Auditor of Public Accounts

JOB CATEGORY	TOT EMPS	MIN	% MIN	UNDER UTIL	PROJ % GOAL	FEMALE EMPS	% FEMALE	UNDER UTIL	PROJ % GOAL	# MIN NEEDED	# FEMALE NEEDED
EEO GRP 1: OFFICIALS & ADMIN	21	0	0	YES	10.00%	10	47.62	YES	52.42%	2.1	1
EEO GRP 2: PROFESSIONAL	116	10	8.62	YES	10.00%	70	60.34	NO	52.42%	1.6	0
EEO GRP 3: TECHNICIANS	1	0	0	YES	10.00%	0	0	YES	52.42%	0.1	.5
EEO GRP 6: OFFICE & CLERICAL	3	0	0	YES	10.00%	3	100	NO	52.42%	0.3	0
TOTAL	141	10	7.09			83	58.87				

## Registry of Election Finance

JOB CATEGORY	TOT EMPS	MIN	% MIN	UNDER UTIL	PROJ % GOAL	FEMALE EMPS	% FEMALE	UNDER UTIL	PROJ % GOAL	# MIN NEEDED	# FEMALE NEEDED
EEO GRP 1: OFFICIALS & ADMIN	5	0	0	YES	10.00%	4	80.00	NO	52.42%	0.5	0
EEO GRP 2: PROFESSIONAL	7	0	0	YES	10.00%	4	57.14	NO	52.42%	0.7	0
EEO GRP 3: TECHNICIANS	1	0	0	YES	10.00%	1	100.00	NO	52.42%	0.1	0
EEO GRP 6: OFFICE & CLERICAL	2	0	0	YES	10.00%	2	100.00	NO	52.42%	0.2	0
TOTAL	15	0	0			11	73.33				

## Board of Accountancy

JOB CATEGORY	TOT EMPS	MIN	% MIN	UNDER UTIL	PROJ % GOAL	FEMALE EMPS	% FEMALE	UNDER UTIL	PROJ % GOAL	# MIN NEEDED	# FEMALE NEEDED
EEO GRP 1: OFFICIALS & ADMIN	1	0	0	YES	10.00%	0	0.00	YES	52.42%	0.1	0.5
EEO GRP 2: PROFESSIONAL	1	0	0	YES	10.00%	1	100.00	NO	52.42%	0.1	0
EEO GRP 6: OFFICE & CLERICAL	1	0	0	YES	10.00%	1	100.00	NO	52.42%	0.1	0
TOTAL	3	0	0			2	66.67				



## Board of Auctioneers

JOB CATEGORY	TOT EMPS	MIN	% MIN	UNDER UTIL	PROJ % GOAL	FEMALE EMPS	% FEMALE	UNDER UTIL	PROJ % GOAL	# MIN NEEDED	# FEMALE NEEDED
EEO GRP 1: OFFICIALS & ADMIN	1	0	0	YES	10.00%	0	0	YES	52.42%	0.1	0.5
EEO GRP 2: PROFESSIONAL	1	0	0	YES	10.00%	1	100	NO	52.42%	0.1	0
EEO GRP 6: OFFICE & CLERICAL	1	0	0	YES	10.00%	1	100	NO	52.42%	0.1	0
TOTAL	3	0	0			2	66.67				

## Board of Barbering

JOB CATEGORY	TOT EMPS	MIN	% MIN	UNDER UTIL	PROJ % GOAL	FEMALE EMPS	% FEMALE	UNDER UTIL	PROJ % GOAL	# MIN NEEDED	# FEMALE NEEDED
EEO GRP 1: OFFICIALS & ADMIN	1	0	0	YES	10.00%	1	100	NO	52.42%	0.1	0
EEO GRP 6: OFFICE & CLERICAL	1	0	0	YES	10.00%	1	100	NO	52.42%	0.1	0
TOTAL	2	0	0			2	100				

## Board of Chiropractic Examiners

JOB CATEGORY	TOT EMPS	MIN	% MIN	UNDER UTIL	PROJ % GOAL	FEMALE EMPS	% FEMALE	UNDER UTIL	PROJ % GOAL	# MIN NEEDED	# FEMALE NEEDED
EEO GRP 2: PROFESSIONAL	1	0	0	YES	10.00%	0	0	YES	52.42%	0.1	0.5
EEO GRP 6: OFFICE & CLERICAL	2	0	0	YES	10.00%	2	100	NO	52.42%	0.2	0
TOTAL	3	0	0			2	66.67				

## Board of Dentistry

JOB CATEGORY	TOT EMPS	MIN	% MIN	UNDER UTIL	PROJ % GOAL	FEMALE EMPS	% FEMALE	UNDER UTIL	PROJ % GOAL	# MIN NEEDED	# FEMALE NEEDED
EEO GRP 1: OFFICIALS & ADMIN	1	0	0	YES	10.00%	0	0	YES	52.42%	0.1	0.5
EEO GRP 2 PROFESSIONALS	1	0	0	YES	10.00%	1	100	NO	52.42%	0.1	0
EEO GRP 6: OFFICE & CLERICAL	1	0	0	YES	10.00%	1	100	NO	52.42%	0.1	0
TOTAL	3	0	0			2	66.67				

## Board of Elections

JOB CATEGORY	TOT EMPS	MIN	% MIN	UNDER UTIL	PROJ % GOAL	FEMALE EMPS	% FEMALE	UNDER UTIL	PROJ % GOAL	# MIN NEEDED	# FEMALE NEEDED
EEO GRP 1: OFFICIALS & ADMIN	4	0	0	YES	10.00%	3	75.00	NO	52.42%	0.4	0
EEO GRP 2: PROFESSIONAL	12	0	0	YES	10.00%	7	58.33	NO	52.42%	1.2	0
EEO GRP 3: TECHNICIANS	1	0	0	YES	10.00%	0	0.00	YES	52.42%	0.1	0.5
EEO GRP 6: OFFICE & CLERICAL	1	0	0	YES	10.00%	0	0.00	YES	52.42%	0.1	0.5
TOTAL	18	0	0			10	55.56				

## Board of Emergency Medical Services

JOB CATEGORY	TOT EMPS	MIN	% MIN	UNDER UTIL	PROJ % GOAL	FEMALE EMPS	% FEMALE	UNDER UTIL	PROJ % GOAL	# MIN NEEDED	# FEMALE NEEDED
EEO GRP 1: OFFICIALS & ADMIN	6	0	0	YES	10.00%	1	16.67	YES	52.42%	0.6	2.1
EEO GRP 2: PROFESSIONAL	11	0	0	YES	10.00%	5	45.45	YES	52.42%	1.1	0.8
EEO GRP 3: TECHNICIANS	1	0	0	YES	10.00%	1	100.00	NO	52.42%	0.1	0.0
TOTAL	18	0	0			7	38.89				

## Board of Embalmers & Funeral Home Directors

JOB CATEGORY	TOT EMPS	MIN	% MIN	UNDER UTIL	PROJ % GOAL	FEMALE EMPS	% FEMALE	UNDER UTIL	PROJ % GOAL	# MIN NEEDED	# FEMALE NEEDED
EEO GRP 3: TECHNICIANS	1	0	0	YES	10.00%	0	0	YES	52.42%	0.1	0.5
EEO GRP 6: OFFICE & CLERICAL	1	0	0	YES	10.00%	1	100	NO	52.42%	0.1	0
EEO GRP 7: CRAFTSMEN	1	0	0	YES	10.00%	1	100	NO	52.42%	0.1	0
TOTAL	3	0	0			2	66.67				

## Board of Examiners & Registration of Architects

JOB CATEGORY	TOT EMPS	MIN	% MIN	UNDER UTIL	PROJ % GOAL	FEMALE EMPS	% FEMALE	UNDER UTIL	PROJ % GOAL	# MIN NEEDED	# FEMALE NEEDED
EEO GRP 1: OFFICIALS & ADMIN	2	0	0	YES	10.00%	1	50	YES	52.42%	0.2	0
EEO GRP 6: OFFICE & CLERICAL	1	0	0	YES	10.00%	1	100	NO	52.42%	0.1	0
EEO GRP 7: CRAFTSMEN	1	1	100	NO	10.00%	1	100	NO	52.42%	0	0
TOTAL	4	1	25			3	75				



## Board of Hairdressers & Cosmetologist

JOB CATEGORY	TOT EMPS	MIN	% MIN	UNDER UTIL	PROJ % GOAL	FEMALE EMPS	% FEMALE	UNDER UTIL	PROJ % GOAL	# MIN NEEDED	# FEMALE NEEDED
EEO GRP 1: OFFICIALS & ADMIN	1	0	0	YES	10.00%	1	100	NO	52.42%	0.1	0
EEO GRP 2: PROFESSIONAL	4	0	0	YES	10.00%	4	100	NO	52.42%	0.4	0
EEO GRP 3: TECHNICIANS	7	0	0	YES	10.00%	7	100	NO	52.42%	0.7	0
EEO GRP 6: OFFICE & CLERICAL	2	0	0	YES	10.00%	2	100	NO	52.42%	0.2	0
TOTAL	14	0	0			14	100				

## Commission on Women

JOB CATEGORY	TOT EMPS	MIN	% MIN	UNDER UTIL	PROJ % GOAL	FEMALE EMPS	% FEMALE	UNDER UTIL	PROJ % GOAL	# MIN NEEDED	# FEMALE NEEDED
EEO GRP 1: OFFICIALS & ADMIN	1	0	0	YES	10.00%	1	100	NO	52.42%	0.1	0
EEO GRP 2: PROFESSIONAL	2	0	0	YES	10.00%	2	100	NO	52.42%	0.2	0
TOTAL	3	0	0			3	100				

## Board of Medical Licensure

JOB CATEGORY	TOT EMPS	MIN	% MIN	UNDER UTIL	PROJ % GOAL	FEMALE EMPS	% FEMALE	UNDER UTIL	PROJ % GOAL	# MIN NEEDED	# FEMALE NEEDED
EEO GRP 1: OFFICIALS & ADMIN	2	0	0	YES	10.00%	1	50.00	YES	52.42%	0.2	0
EEO GRP 2: PROFESSIONAL	11	1	9.09	YES	10.00%	6	54.55	NO	52.42%	0.1	0
EEO GRP 3: TECHNICIANS	1	0	0	YES	10.00%	1	100	NO	52.42%	0.1	0
EEO GRP 5: PARA PROFESSIONALS	1	0	0.00	YES	10.00%	1	100.00	NO	52.42%	0.1	0
EEO GRP 6: OFFICE & CLERICAL	1	0	0	YES	10.00%	1	100.00	NO	52.42%	0.1	0
EEO GRP 7: CRAFTSMEN	2	0	0	YES	10.00%	2	100.00	NO	52.42%	0.2	0
TOTAL	18	1	5.56			12	66.67				

## Board of Nursing

JOB CATEGORY	TOT EMPS	MIN	% MIN	UNDER UTIL	PROJ % GOAL	FEMALE EMPS	% FEMALE	UNDER UTIL	PROJ % GOAL	# MIN NEEDED	# FEMALE NEEDED
EEO GRP 1: OFFICIALS & ADMIN	6	1	16.67	NO	10.00%	2	33.33	YES	52.42%	0.0	1.1
EEO GRP 2: PROFESSIONAL	36	6	16.67	NO	10.00%	35	97.22	NO	52.42%	0.0	0
EEO GRP 3: TECHNICIANS	1	0	0	YES	10.00%	1	100	NO	52.42%	0.1	0
EEO GRP 5: PARA PROFESSIONAL	1	0	0	YES	10.00%	1	100	NO	52.42%	0.1	0
EEO GRP 6: OFFICE & CLERICAL	1	0	0	YES	10.00%	1	100	NO	52.42%	0.1	0
EEO GRP 7: CRAFTSMEN	2	0	0	YES	10.00%	2	100	NO	52.42%	0.2	0
TOTAL	47	7	14.89			42	89.36				

## Board of Optometric Examiners

JOB CATEGORY	TOT EMPS	MIN	% MIN	UNDER UTIL	PROJ % GOAL	FEMALE EMPS	% FEMALE	UNDER UTIL	PROJ % GOAL	# MIN NEEDED	# FEMALE NEEDED
EEO GRP 1: OFFICIALS & ADMIN	1	0	0	YES	10.00%	1	100	NO	52.42%	0.1	0
TOTAL	1	0	0			1	100				

## Board of Pharmacy

JOB CATEGORY	TOT EMPS	MIN	% MIN	UNDER UTIL	PROJ % GOAL	FEMALE EMPS	% FEMALE	UNDER UTIL	PROJ % GOAL	# MIN NEEDED	# FEMALE NEEDED
EEO GRP 1: OFFICIALS & ADMIN	2	0	0	YES	10.00%	1	50.00	YES	52.42%	0.2	0.0
EEO GRP 2: PROFESSIONAL	1	0	0	YES	10.00%	0	0	YES	52.42%	0.1	0.5
EEO GRP 3: TECHNICIANS	3	0	0	YES	10.00%	1	33.33	YES	52.42%	0.3	0.6
EEO GRP 6: OFFICE & CLERICAL	1	0	0	YES	10.00%	1	100	NO	52.42%	0.1	0
TOTAL	7	0	0			3	42.86				

## Board of Physical Therapist

JOB CATEGORY	TOT EMPS	MIN	% MIN	UNDER UTIL	PROJ % GOAL	FEMALE EMPS	% FEMALE	UNDER UTIL	PROJ % GOAL	# MIN NEEDED	# FEMALE NEEDED
EEO GRP 1: OFFICIALS & ADMIN	1	0	0	YES	10.00%	1	100	NO	52.42%	0.1	0
EEO GRP 2: PROFESSIONAL	1	0	0	YES	10.00%	1	100	NO	52.42%	0.1	0
TOTAL	2	0	0			2	100				

## Board for Respiratory Care Practitioners

JOB CATEGORY	TOT EMPS	MIN	% MIN	UNDER UTIL	PROJ % GOAL	FEMALE EMPS	% FEMALE	UNDER UTIL	PROJ % GOAL	# MIN NEEDED	# FEMALE NEEDED
EEO GRP 6: OFFICE & CLERICAL	1	0	0	YES	10.00%	1	100	NO	52.42%	0.1	0
TOTAL	1	0	0			1	100				



## Real Estate Commission

JOB CATEGORY	TOT EMPS	MIN	% MIN	UNDER UTIL	PROJ % GOAL	FEMALE EMPS	% FEMALE	UNDER UTIL	PROJ % GOAL	# MIN NEEDED	# FEMALE NEEDED
EEO GRP 1: OFFICIALS & ADMIN	4	0	0	YES	10.00%	3	75	NO	52.42%	0.4	0
EEO GRP 2: PROFESSIONAL	5	2	40	NO	10.00%	5	100	NO	52.42%	0	0
EEO GRP 3: TECHNICIANS	1	1	100	NO	10.00%	1	100	NO	52.42%	0	0
EEO GRP 7: CRAFTSMEN	3	0	0	YES	10.00%	3	100	NO	52.42%	0.3	0
TOTAL	13	3	23.08			12	92.31				

## Real Estate Appraisers Board

JOB CATEGORY	TOT EMPS	MIN	% MIN	UNDER UTIL	PROJ % GOAL	FEMALE EMPS	% FEMALE	UNDER UTIL	PROJ % GOAL	# MIN NEEDED	# FEMALE NEEDED
EEO GRP 1: OFFICIALS & ADMIN	2	0	0	YES	10.00%	1	50	YES	52.42%	0.2	0
EEO GRP 7: CRAFTSMEN	1	0	0	YES	10.00%	1	100	NO	52.42%	0.1	0
TOTAL	3	0	0			2	66.67				

## Board of Registration for Professional Engineers & Land Surveyors

JOB CATEGORY	TOT EMPS	MIN	% MIN	UNDER UTIL	PROJ % GOAL	FEMALE EMPS	% FEMALE	UNDER UTIL	PROJ % GOAL	# MIN NEEDED	# FEMALE NEEDED
EEO GRP 1: OFFICIALS & ADMIN	1	0	0	YES	10.00%	0	0	YES	52.42%	0.1	0.5
EEO GRP 2: PROFESSIONAL	8	0	0	YES	10.00%	3	37.50	YES	52.42%	0.8	1.2
EEO GRP 5: PARA PROFESSIONAL	1	0	0	YES	10.00%	1	100.00	NO	52.42%	0.1	0
EEO GRP 7: CRAFTSMEN	1	0	0	YES	10.00%	1	100.00	NO	52.42%	0.1	0
TOTAL	11	0	0			5	45.45				

## School Facilities Construction Commission

JOB CATEGORY	TOT EMPS	MIN	% MIN	UNDER UTIL	PROJ % GOAL	FEMALE EMPS	% FEMALE	UNDER UTIL	PROJ % GOAL	# MIN NEEDED	# FEMALE NEEDED
EEO GRP 1: OFFICIALS & ADMIN	2	0	0	YES	10.00%	1	50	YES	52.42%	0.2	0
EEO GRP 2: PROFESSIONAL	1	0	0	YES	10.00%	1	100	NO	52.42%	0.1	0
TOTAL	3	0	0			2	66.67				

## Executive Branch Ethics Commission

JOB CATEGORY	TOT EMPS	MIN	% MIN	UNDER UTIL	PROJ % GOAL	FEMALE EMPS	% FEMALE	UNDER UTIL	PROJ % GOAL	# MIN NEEDED	# FEMALE NEEDED
EEO GRP 1: OFFICIALS & ADMIN	1	0	0	YES	10.00%	1	100	NO	52.42%	0.1	0
EEO GRP 2: PROFESSIONAL	1	0	0	YES	10.00%	0	0	YES	52.42%	0.1	0.5
EEO GRP 6: OFFICE & CLERICAL	2	0	0	YES	10.00%	2	100	NO	52.42%	0.2	0
TOTAL	4	0	0			3	75				

## Human Rights Commission

JOB CATEGORY	TOT EMPS	MIN	% MIN	UNDER UTIL	PROJ% GOAL	FEMALE EMPS	% FEMALE	UNDER UTIL	PROJ % GOAL	# MIN NEEDED	# FEMALE NEEDED
EEO GRP 1: OFFICIALS & ADMIN	6	4	66.67	NO	10.00%	3	50.00	YES	52.42%	0	0.1
EEO GRP 2: PROFESSIONAL	20	11	55.00	NO	10.00%	13	65.00	NO	52.42%	0	0.0
EEO GRP 6: OFFICE & CLERICAL	5	1	20.00	NO	10.00%	5	100.00	NO	52.42%	0	0.0
TOTAL	31	16	51.61			21	67.74				

## Personnel Board

JOB CATEGORY	TOT EMPS	MIN	% MIN	UNDER UTIL	PROJ% GOAL	FEMALE EMPS	% FEMALE	UNDER UTIL	PROJ % GOAL	# MIN NEEDED	# FEMALE NEEDED
EEO GRP 1: OFFICIALS & ADMIN	1	0	0	YES	10.00%	0	0	YES	52.42%	0.1	0.5
EEO GRP 2: PROFESSIONAL	2	0	0	YES	10.00%	1	50	YES	52.42%	0.2	0
EEO GRP 6: OFFICE & CLERICAL	3	0	0	YES	10.00%	3	100	NO	52.42%	0.3	0
TOTAL	6	0	0			4	66.67				

## Office of State Budget Director

JOB CATEGORY	TOT EMPS	MIN	% MIN	UNDER UTIL	PROJ % GOAL	FEMALE EMPS	% FEMALE	UNDER UTIL	PROJ % GOAL	# MIN NEEDED	# FEMALE NEEDED
EEO GRP 1: OFFICIALS & ADMIN	6	0	0	YES	10.00%	2	33.33	YES	52.42%	0.6	1.1
EEO GRP 2: PROFESSIONAL	30	2	6.67	YES	10.00%	15	50	YES	52.42%	1	0.7
EEO GRP 3: TECHNICIANS	3	0	0	YES	10.00%	2	66.67	NO	52.42%	0.3	0
EEO GRP 6: OFFICE & CLERICAL	2	0	0	YES	10.00%	2	100	NO	52.42%	0.2	0
TOTAL	41	2	4.88			21	51.22				



## Office of the Governor

JOB CATEGORY	TOT EMPS	MIN	% MIN	UNDER UTIL	PROJ % GOAL	FEMALE EMPS	% FEMALE	UNDER UTIL	PROJ % GOAL	# MIN NEEDED	# FEMALE NEEDED
EEO GRP 1: OFFICIALS & ADMIN	11	1	9.09	YES	10.00%	5	45.45	YES	52.42%	.0.1	0.8
EEO GRP 2: PROFESSIONAL	36	2	5.56	YES	10.00%	28	77.78	NO	52.42%	1.6	0
EEO GRP 3: TECHNICIANS	2	0	0	YES	10.00%	2	100	NO	52.42%	0.2	0
EEO GRP 6: OFFICE & CLERICAL	6	0	0	YES	10.00%	5	83.33	NO	52.42%	0.6	0
TOTAL	55	3	5.45			40	72.73				

## Office of the Lieutenant Governor

JOB CATEGORY	TOT EMPS	MIN	% MIN	UNDER UTIL	PROJ % GOAL	FEMALE EMPS	% FEMALE	UNDER UTIL	PROJ % GOAL	# MIN NEEDED	# FEMALE NEEDED
EEO GRP 1: OFFICIALS & ADMIN	3	0	0	YES	10.00%	1	33.33	YES	52.42%	0.3	0.6
EEO GRP 2: PROFESSIONAL	2	0	0	YES	10.00%	1	50	YES	52.42%	0.2	0
EEO GRP 6: OFFICE & CLERICAL	1	0	0	YES	10.00%	1	100	NO	52.42%	0.1	0
TOTAL	6	0	0			3	50				

## Department of Veterans Affairs

JOB CATEGORY	TOT EMPS	MIN	% MIN	UNDER UTIL	PROJ % GOAL	FEMALE EMPS	% FEMALE	UNDER UTIL	PROJ % GOAL	# MIN NEEDED	# FEMALE NEEDED
EEO GRP 1: OFFICIALS & ADMIN	34	0	0	YES	10.00%	16	47.06	YES	52.42%	3.4	1.8
EEO GRP 2: PROFESSIONAL	146	2	1.37	YES	10.00%	128	87.67	NO	52.42%	12.6	0
EEO GRP 3: TECHNICIANS	68	1	1.47	YES	10.00%	65	95.59	NO	52.42%	5.8	0
EEO GRP 4: PROTECT SERV WRKR	20	2	10.00	NO	10.00%	0	0	YES	52.42%	0	10.5
EEO GRP 5: PARA PROFESSIONAL	295	28	9.49	YES	10.00%	268	90.85	NO	52.42%	1.5	0
EEO GRP 6: OFFICE & CLERICAL	23	1	4.35	YES	10.00%	20	86.96	NO	52.42%	1.3	0
EEO GRP 7: CRAFTSMEN	16	2	12.50	NO	10.00%	3	18.75	YES	52.42%	0	5.4
EEO GRP 8: SERVICE MAINTENANCE	139	10	7.19	YES	10.00%	106	76.26	NO	52.42%	3.9	0
TOTAL	741	46	6.21			606	81.78				

## Department of Military Affairs

JOB CATEGORY	TOT EMPS	MIN	% MIN	UNDER UTIL	PROJ % GOAL	FEMALE EMPS	% FEMALE	UNDER UTIL	PROJ % GOAL	# MIN NEEDED	# FEMALE NEEDED
EEO GRP 1: OFFICIALS & ADMIN	55	1	1.82	YES	10.00%	8	14.55	YES	52.42%	4.5	20.8
EEO GRP 2: PROFESSIONAL	79	2	2.53	YES	10.00%	52	65.82	NO	52.42%	5.9	0
EEO GRP 3: TECHNICIANS	23	1	4.35	YES	10.00%	4	17.39	YES	52.42%	1.3	8.1
EEO GRP 4: PROTECT SERV WRKR	35	1	2.86	YES	10.00%	2	5.71	YES	52.42%	2.5	16.3
EEO GRP 6: OFFICE & CLERICAL	5	0	0.00	YES	10.00%	3	60.00	NO	52.42%	0.5	0
EEO GRP 7: CRAFTSMEN	39	1	2.56	YES	10.00%	0	0.00	YES	52.42%	2.9	20.4
EEO GRP 8: SERVICE MAINTENANCE	52	8	15.38	NO	10.00%	8	15.38	YES	52.42%	0	19.3
TOTAL	288	14	4.86			77	26.74				

## Military Affairs Commission

JOB CATEGORY	TOT EMPS	MIN	% MIN	UNDER UTIL	PROJ % GOAL	FEMALE EMPS	% FEMALE	UNDER UTIL	PROJ % GOAL	# MIN NEEDED	# FEMALE NEEDED
EEO GRP 1: OFFICIALS & ADMIN	1	0	0	YES	10.00%	0	0	YES	52.42%	0.1	0.5
EEO GRP 2: PROFESSIONAL	1	0	0	YES	10.00%	1	100	NO	52.42%	0.1	0
EEO GRP 6: OFFICE & CLERICAL	1	0	0	YES	10.00%	1	100	NO	52.42%	0.1	0
TOTAL	3	0	0			2	66.67				

## KY Infrastructure Authority

JOB CATEGORY	TOT EMPS	MIN	% MIN	UNDER UTIL	PROJ % GOAL	FEMALE EMPS	% FEMALE	UNDER UTIL	PROJ % GOAL	# MIN NEEDED	# FEMALE NEEDED
EEO GRP 1: OFFICIALS & ADMIN	2	0	0.00	YES	10.00%	1	50.00	YES	52.42%	0.2	.0
EEO GRP 2: PROFESSIONAL	8	1	12.50	NO	10.00%	3	37.50	YES	52.42%	0	1.2
EEO GRP 5: PARA PROFESSIONALS	1	0	0	YES	10.00%	1	100.00	NO	52.42%	0.1	0
TOTAL	11	1	9.09			5	45.45				

## Agricultural Development Board

JOB CATEGORY	TOT EMPS	MIN	% MIN	UNDER UTIL	PROJ % GOAL	FEMALE EMPS	% FEMALE	UNDER UTIL	PROJ % GOAL	# MIN NEEDED	# FEMALE NEEDED
EEO GRP 1: OFFICIALS & ADMIN	2	0	0	YES	10.00%	0	0	YES	52.42%	0.2	1.0
EEO GRP 2: PROFESSIONAL	12	0	0	YES	10.00%	5	41.67	YES	52.42%	1.2	1.3
EEO GRP 6: OFFICE & CLERICAL	1	0	0	YES	10.00%	1	100	NO	52.42%	0.1	0
TOTAL	15	0	0			6	40.00				

## The Office of Homeland Security

JOB CATEGORY	TOT EMPS	MIN	% MIN	UNDER UTIL	PROJ % GOAL	FEMALE EMPS	% FEMALE	UNDER UTIL	PROJ % GOAL	# MIN NEEDED	# FEMALE NEEDED
EEO GRP 1: OFFICIALS & ADMIN	4	0	0	YES	10.00%	2	50.00	YES	52.42%	0	0
EEO GRP 2: PROFESSIONAL	4	0	0	YES	10.00 %	1	25.00	YES	52.42%	2	0
EEO GRP 6: OFFICE & CLERICAL	2	0	0	YES	10.00 %	2	100.00	NO	52.42%	0.5	0
EEO GRP 7: CRAFTSMEN	1	0	0	YES	10.00 %	1	100.00	NO	52.42%	0	0
TOTAL	11	0	0			6	54.55				



## State Treasurer

JOB CATEGORY	TOT EMPS	MIN	% MIN	UNDER UTIL	PROJ % GOAL	FEMALE EMPS	% FEMALE	UNDER UTIL	PROJ % GOAL	# MIN NEEDED	# FEMALE NEEDED
EEO GRP 1: OFFICIALS & ADMIN	15	1	6.67	YES	10.00%	8	53.33	NO	52.42%	0.5	0
EEO GRP 2: PROFESSIONAL	17	2	11.76	NO	10.00%	11	64.71	NO	52.42%	0	0
EEO GRP 3: TECHNICIANS	1	0	0	YES	10.00%	1	100.00	NO	52.42%	0.1	0
EEO GRP 6: OFFICE & CLERICAL	1	0	0	YES	10.00%	1	100.00	NO	52.42%	0.1	0
TOTAL	34	3	8.82			21	61.76				

## Secretary of State

JOB CATEGORY	TOT EMPS	MIN	% MIN	UNDER UTIL	PROJ % GOAL	FEMALE EMPS	% FEMALE	UNDER UTIL	PROJ % GOAL	# MIN NEEDED	# FEMALE NEEDED
EEO GRP 1: OFFICIALS & ADMIN	8	0	0	YES	10.00%	6	75.00	NO	52.42%	0.8	0
EEO GRP 2: PROFESSIONAL	17	2	11.76	NO	10.00%	12	70.59	NO	52.42%	0	0
EEO GRP 3: TECHNICIANS	4	0	0	YES	10.00%	3	75.00	NO	52.42%	0.4	0
EEO GRP 6: OFFICE & CLERICAL	8	1	12.50	NO	10.00%	8	100.00	NO	52.42%	0	0
EEO GRP 7: CRAFTSMEN	2	0	0	YES	10.00%	2	100.00	NO	52.42%	0.2	0
TOTAL	39	3	7.69			31	79.49				

## Secretary of the Cabinet

JOB CATEGORY	TOT EMPS	MIN	% MIN	UNDER UTIL	PROJ % GOAL	FEMALE EMPS	% FEMALE	UNDER UTIL	PROJ % GOAL	# MIN NEEDED	# FEMALE NEEDED
EEO GRP 1: OFFICIALS & ADMIN	1	0	0	YES	10.00%	0	0	YES	52.42%	0.1	0.5
EEO GRP 2: PROFESSIONAL	1	0	0	YES	10.00%	0	0	YES	52.42%	0.1	0.5
TOTAL	2	0	0								

## Governor's Office for Local Development

JOB CATEGORY	TOT EMPS	MIN	% MIN	UNDER UTIL	PROJ % GOAL	FEMALE EMPS	% FEMALE	UNDER UTIL	PROJ % GOAL	# MIN NEEDED	# FEMALE NEEDED
EEO GRP 1: OFFICIALS & ADMIN	21	1	4.76	YES	10.00%	9	42.86	YES	52.42%	1.1	2.0
EEO GRP 2: PROFESSIONAL	40	3	7.50	YES	10.00%	18	45.00	YES	52.42%	1.0	3.0
EEO GRP 3: TECHNICIANS	4	0	0.00	YES	10.00%	2	50.00	YES	52.42%	0.4	0.1
EEO GRP 6: OFFICE & CLERICAL	9	1	11.11	NO	10.00%	7	77.78	NO	52.42%	0.0	0
EEO GRP 7: CRAFTSMEN	2	0	0.00	YES	10.00%	2	100.00	NO	52.42%	0.2	0
EEO GRP 8: SERVICE MAINTENANCE	1	0	0.00	YES	10.00%	1	100.00	NO	52.42%	0.1	0
TOTAL	77	5	6.49			39	50.65				

## **Justice & Public Safety Cabinet Analysis**

### **Justice & Public Safety Cabinet Minority Utilization Data**

The data contained in this report reflects employment statistics from July 1, 2005 through December 30, 2005. The overall percentage of minorities employed during the reporting period increased from 8.05 to 8.46 percent.<sup>7</sup> The minority hiring goal established on July 1, 2004, is 10 percent. Minority utilization for the Justice and Public Safety increased by 0.41 percent, a steady progression toward the long-term goal for minority utilization.<sup>7</sup>

Employment goals were met in the EEO categories of para professionals. The areas for opportunity include the following categories: administrators, professional, technicians, protective services workers, office and clerical workers, service maintenance and craftsmen.

### **Justice & Public Safety Cabinet Female Utilization Data**

The data contained in this report reflects employment statistics from July 1, 2005 through December 30, 2005. The overall percentage of females employed during the reporting period decreased from 35.70 to 35.61 percent.<sup>8</sup> The female hiring goal established on July 1, 2004, is 52.42 percent. Female utilization in the Justice and Public Safety Cabinet decreased by 0.09 percent.<sup>8</sup>

Employment goals were met in the EEO categories of technicians and office and clerical workers. The areas for opportunity include the following categories: para professionals, administrators, professional, protective services workers, service maintenance and craftsmen.

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<sup>7</sup> Minority hires increased from 619 to 670.

<sup>8</sup>Female hires increased from 2,747 to 2,820

## Justice & Public Safety Cabinet Utilization Table

JOB CATEGORY	TOT EMPS	MIN	% MIN	UNDER UTIL	PROJ % GOAL	FEMALE EMPS	% FEMALE	UNDER UTIL	PROJ % GOAL	# MIN NEEDED	# FEMALE NEEDED
EEO GRP 1: OFFICIALS & ADMIN	428	36	8.41	YES	10.00%	171	39.95	YES	52.42%	6.8	53.4
EEO GRP 2: PROFESSIONALS	3,200	305	9.53	YES	10.00%	1,431	44.72	YES	52.42%	15.0	246.4
EEO GRP 3: TECHNICIANS	210	17	8.10	YES	10.00%	112	53.33	NO	52.42%	4.0	0
EEO GRP 4: PROTECT SERV WRKR	3,002	248	8.26	YES	10.00%	506	16.86	YES	52.42%	52.2	1067.6
EEO GRP 5: PARA PROFESSIONAL	187	32	17.11	NO	10.00%	87	46.52	YES	52.42%	0	11
EEO GRP 6: OFFICE & CLERICAL	599	24	4.01	YES	10.00%	447	74.62	NO	52.42%	35.9	0
EEO GRP 7: CRAFTSMEN	222	7	3.15	YES	10.00%	49	22.07	YES	52.42%	15.2	67.4
EEO GRP 8: SERVICE MAINTENANCE	66	1	1.52	YES	10.00%	17	25.76	YES	52.42%	5.6	17.6
EEO GRP 9: OTHER	6	0	0.0	NO		0	0	NO		0	0
TOTAL	7,920	670	8.46			2,820	35.61				

## **Transportation Cabinet Analysis**

### **Transportation Cabinet Minority Utilization Data**

The data contained in this report reflects employment statistics from July 1, 2005 through December 30, 2005. The overall percentage of Minorities employed during the reporting period increased from 6.84 to 7.01 percent.<sup>9</sup> The minority hiring goal established on July 1, 2004 is 10 percent. Minority utilization for the Transportation Cabinet increased by 0.17 percent, a steady progression toward the long-term goal for minority utilization.<sup>9</sup>

Areas for opportunity include the following EEO categories: para professionals, service maintenance, administrators, professionals, technicians, protective services workers, para professional, service maintenance, office and clerical workers, and craftsmen.

### **Transportation Cabinet Female Utilization Data**

The data contained in this report reflects employment statistics from July 1, 2005 through December 30, 2005. The overall percentage of females employed during the reporting period decreased from 19.57 to 19.37 percent.<sup>10</sup> The female hiring goal established on July 1, 2004 is 52.42 percent. Female utilization in the Transportation Cabinet decreased by 0.20 percent.<sup>10</sup>

Areas for opportunity include the following EEO categories: para professionals, service maintenance, administrators, professionals, technicians, protective services workers, para professional, service maintenance, and craftsmen.

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<sup>9</sup>Minority hires increased from 348 to 351.

<sup>10</sup>Female hires decreased from 1,004 to 962

## Transportation Cabinet Utilization Table

JOB CATEGORY	TOT EMPS	MIN	% MIN	UNDER UTIL	PROJ % GOAL	FEMALE EMPS	% FEMALE	UNDER UTIL	PROJ % GOAL	# MIN NEEDED	# FEMALE NEEDED
EEO GRP 1: OFFICIALS & ADMIN	353	16	4.53	YES	10.00%	74	20.96	YES	52.42%	19.3	111
EEO GRP 2: PROFESSIONAL	1,699	136	8	YES	10.00%	568	33.43	YES	52.42%	33.9	322.6
EEO GRP 3: TECHNICIANS	338	14	4.14	YES	10.00%	50	14.79	YES	52.42%	19.8	127.2
EEO GRP 4: PROTECT SERV WRKR	6	0	0	YES	10.00%	0	0	YES	52.42%	0.6	3.1
EEO GRP 5: PARA PROFESSIONAL	98	8	8.16	YES	10.00%	26	26.53	YES	52.42%	1.8	25.4
EEO GRP 6: OFFICE & CLERICAL	195	14	7.18	YES	10.00%	119	61.03	NO	52.42%	5.5	0
EEO GRP 7: CRAFTSMEN	1,739	115	6.61	YES	10.00%	37	2.13	YES	52.42%	58.9	874.6
EEO GRP 8: SERVICE MAINTENAN	538	45	8.36	YES	10.00%	88	16.36	YES	52.42%	16.36	194.0
TOTAL	4,966	348	7.01			962	19.37				



## **Economic Development Cabinet Analysis**

### **Economic Development Cabinet Minority Utilization Data**

The data contained in this report reflects employment statistics from July 1, 2005 through December 30, 2005. The overall percentage of minorities employed during the reporting period decreased from 11.01 to 8.85 percent.<sup>11</sup> The minority hiring goal established on July 1, 2004 is 10 percent. Minority utilization for the Economic Development cabinet decreased by 2.16 percent.<sup>11</sup>

Employment goals were met in the EEO categories of: professionals and service maintenance. The areas for opportunity include the following categories: administrators, technicians, office and clerical workers and craftsmen.

### **Economic Development Cabinet Female Utilization Data**

The data contained in this report reflects employment statistics from July 1, 2005 through December 30, 2005. The overall percentage of females employed during the reporting period increased from 55.96 to 56.64 percent.<sup>12</sup> The female hiring goal established on July 1, 2004 is 52.42 percent. Female utilization for the Economic Development Cabinet increased by 0.68 percent.<sup>12</sup>

Employment goals were met in the EEO categories of: professionals, para professionals, office and clerical workers and craftsmen. The areas for opportunity include the following categories: administrators, technicians and service maintenance.

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<sup>11</sup> Minority hires decreased from 12 to 10.

<sup>12</sup> Female hires increased from 61 to 64.

## Economic Development Utilization Table

JOB CATEGORY	TOT EMPS	MIN	% MIN	UNDER UTIL	PROJ % GOAL	FEMALE EMPS	% FEMALE	UNDER UTIL	PROJ % GOAL	# MIN NEEDED	# FEMALE NEEDED
EEO GRP 1: OFFICIALS & ADMIN	41	2	4.88	YES	10.00%	15	36.59	YES	52.42%	2.1	6.5
EEO GRP 2: PROFESSIONAL	51	6	11.76	NO	10.00%	33	64.71	NO	52.42%	0	0
EEO GRP 3: TECHNICIANS	6	0	0	YES	10.00%	3	50.00	YES	52.42%	0.6	.1
EEO GRP 6: OFFICE & CLERICAL	9	0	0	YES	10.00%	9	100	NO	52.42%	.9	0
EEO GRP 7: CRAFTSMEN	4	0	0	YES	10.00%	4	100	NO	52.42%	0.4	0
EEO GRP 8: SERVICE MAINTENANCE	2	2	100	NO	10.00%	0	0	YES	52.42%	0	1
TOTAL	113	10	8.85			64	56.64				

## **Finance & Administration Cabinet Analysis**

### **Finance & Administration Cabinet Minority Utilization Data**

The data contained in this report reflects employment statistics from July 1, 2005 through December 30, 2005. The overall percentage of minorities employed during the reporting period increased from 7.44 to 7.94 percent.<sup>13</sup> The minority hiring goal established on July 1, 2004 is 10 percent. Minority utilization in the Finance Cabinet increased by 0.20 percent, a steady progression toward the long-term goal for minority utilization.<sup>13</sup>

Employment goals were met in the following EEO categories: technicians and service maintenance. The areas for opportunity include the following categories: administrators, professional, para professionals, office and clerical workers and craftsmen.

### **Finance & Administration Cabinet Female Utilization Data**

The data contained in this report reflects employment statistics from July 1, 2005 through December 30, 2005. The overall percentage of females employed during the reporting period decreased from 50.48 to 49.41 percent.<sup>14</sup> The female hiring goal established on July 1, 2004, is 52.42 percent. Female utilization in the Finance Cabinet decreased by 1.07 percent.<sup>14</sup>

Employment goals were met in the following EEO categories: professionals, para professionals, and office and clerical workers. The areas for opportunity include the following categories: administrators, technicians, service maintenance and craftsmen.

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<sup>13</sup> Minority hires increased from 140 to 154.

<sup>14</sup> Female hires increased from 950 to 958

## Finance & Administration Utilization Table

JOB CATEGORY	TOT EMPS	MIN	% MIN	UNDER UTIL	PROJ % GOAL	FEMALE EMPS	% FEMALE	UNDER UTIL	PROJ % GOAL	# MIN NEEDED	# FEMALE NEEDED
EEO GRP 1: OFFICIALS & ADMIN	342	22	6.43	YES	10.00%	116	33.92	YES	52.42%	12.2	63.3
EEO GRP 2: PROFESSIONAL	994	73	7.34	YES	10.00%	598	60.16	NO	52.42%	26.4	0
EEO GRP 3: TECHNICIANS	222	23	10.36	NO	10.00%	86	38.74	YES	52.42%	0	30.4
EEO GRP 5: PARA PROFESSIONAL	46	3	6.52	YES	10.00%	28	60.87	NO	52.42%	1.6	0
EEO GRP 6: OFFICE & CLERICAL	137	12	8.76	YES	10.00%	99	72.26	NO	52.42%	1.7	0
EEO GRP 7: CRAFTSMEN	138	8	5.80	YES	10.00%	10	7.25	YES	52.42%	5.8	62.3
EEO GRP 8: SERVICE MAINTENANCE	60	13	21.67	NO	10.00%	21	35.00	YES	52.42%	0	10.5
TOTAL	1,939	154	7.94			958	49.41				

## **Commerce Cabinet Analysis**

### **Commerce Cabinet Minority Utilization Data**

The data contained in this report reflects employment statistics from July 1, 2005 through December 30, 2005. The overall percentage of minorities employed during the reporting period increased from 6.20 to 6.48 percent.<sup>15</sup> The minority hiring goal established on July 1, 2004 is 10 percent. Minority utilization for the Commerce Cabinet increased by 0.28 percent, a steady progression toward the long-term goal for minority utilization.<sup>15</sup>

Employment goals were met in the EEO category of service maintenance. The areas for opportunity include the following categories: administrators, professionals, technicians, protective services workers, office and clerical workers, para professionals and craftsmen.

### **Commerce Cabinet Female Utilization Data**

The data contained in this report reflects employment statistics from July 1, 2005 through December 30, 2005. The overall percentage of females employed during the reporting period increased from 39.66 to 40.04 percent.<sup>16</sup> The female hiring goal established on July 1, 2004 is 52.42 percent. Female utilization in the Commerce Cabinet increased by 0.38 percent.<sup>16</sup>

Employment goals were met in the EEO categories of office and clerical workers and professionals. Areas for opportunity include the following categories: administrators, service maintenance, technicians, protective services workers, para professionals and craftsmen.

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<sup>15</sup> Minority hires increased from 137 to 142.

<sup>16</sup>Female hires increased from 876 to 878.

## Commerce Cabinet Utilization Table

JOB CATEGORY	TOT EMPS	MIN	% MIN	UNDER UTIL	PROJ % GOAL	FEMALE EMPS	% FEMALE	UNDER UTIL	PROJ % GOAL	# MIN NEEDED	# FEMALE NEEDED
EEO GRP 1: OFFICIALS & ADMIN	217	12	5.53	YES	10.00%	64	29.49	YES	52.42%	9.7	49.8
EEO GRP 2: PROFESSIONALS	422	23	5.45	YES	10.00%	234	55.45	NO	52.42%	19.2	0
EEO GRP 3: TECHNICIANS	66	4	6.06	YES	10.00%	18	27.27	YES	52.42%	2.6	16.6
EEO GRP 4: PROTECT SERV WRKR	207	7	3.38	YES	10.00%	4	1.93	YES	52.42%	13.7	104.5
EEO GRP 5: PARA PROFESSIONAL	134	4	2.99	YES	10.00%	55	41.04	YES	52.42%	9.4	15.2
EEO GRP 6: OFFICE & CLERICAL	190	6	3.16	YES	10.00%	140	73.68	NO	52.42%	13.0	0
EEO GRP 7: CRAFTSMEN	260	10	3.85	YES	10.00%	23	8.85	YES	52.42%	16.0	113.3
EEO GRP 8: SERVICE MAINTENANCE	682	75	11.00	NO	10.00%	332	48.68	YES	52.42%	0	25.5
EEO GRP 9: OTHER	15	1	6.67	NO		8	53.33	NO		0	0
TOTAL	2,193	142	6.48			878	40.04				

## **Education Cabinet Analysis**

### **Education Cabinet Minority Utilization Data**

The data contained in this report reflects employment statistics from July 1, 2005 through December 30, 2005. The overall percentage of minorities employed during the reporting period increased from 7.72 to 7.80 percent.<sup>17</sup> The minority hiring goal established on July 1, 2004 is 10 percent. Minority utilization in the Education Cabinet increased by 0.08 percent, a steady progression toward the long-term goal for minority utilization.<sup>17</sup>

Employment goals were met in the following EEO categories: administrators, protective services workers, para professionals, and service maintenance. The areas for opportunity include the following categories: professionals, technicians, office and clerical workers and craftsmen.

### **Education Cabinet Female Utilization Data**

The data contained in this report reflects employment statistics from July 1, 2005 through December 30, 2005. The overall percentage of females employed during the reporting period decreased from 60.96 to 60.93 percent.<sup>18</sup> The female hiring goal established on July 1, 2004 is 52.42 percent. Female utilization in the Education Cabinet decreased by 0.03 percent.<sup>18</sup>

Employment goals were met in the following EEO categories: administrators, professionals, para professionals, office and clerical workers. The areas for opportunity include the following categories: protective services workers, technicians, service maintenance and craftsmen.

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<sup>17</sup> Minority hires increased from 224 to 230.

<sup>4</sup> Female hires increased from 1767 to 1797

## Education Cabinet Utilization Table

JOB CATEGORY	TOT EMPS	MIN	% MIN	UNDER UTIL	PROJ % GOAL	FEMALE EMPS	% FEMALE	UNDER UTIL	PROJ % GOAL	# MIN NEEDED	# FEMALE NEEDED
EEO GRP 1: OFFICIALS & ADMIN	410	52	12.68	NO	10.00%	246	60.00	NO	52.42%	0	0
EEO GRP 2: PROFESSIONAL	2,000	130	6.50	YES	10.00%	1,234	61.70	NO	52.42%	70.0	0
EEO GRP 3: TECHNICIANS	129	12	9.30	YES	10.00%	45	34.88	YES	52.42%	0.9	22.6
EEO GRP 4: PROTECT SERV WRKR	7	1	14.29	NO	10.00%	1	14.29	YES	52.42%	0	2.7
EEO GRP 5: PARA PROFESSIONAL	89	11	12.36	YES	10.00%	71	79.78	NO	52.42%	0	0
EEO GRP 6: OFFICE & CLERICAL	169	11	6.51	NO	10.00%	156	92.31	NO	52.42%	5.9	0
EEO GRP 7: CRAFTSMEN	23	0	0	YES	10.00%	2	8.70	YES	52.42%	2.3	10.1
EEO GRP 8: SERVICE MAINTENANCE	100	12	12.00	NO	10.00%	29	29	YES	52.42%	0	23.4
EEO GRP 9: OTHER	21	1	4.76	NO		13	61.90	NO			
TOTAL	2,948	230	7.80			1,797	60.96				



## **Environmental & Public Protection Cabinet Analysis**

### **Environmental & Public Protection Cabinet Minority Utilization Data**

The data contained in this report reflects employment statistics from July 1, 2005 through December 30, 2005. The overall percentage of minorities employed during the reporting period increased from 5.15 to 5.64 percent.<sup>19</sup> The minority hiring goal established on July 1, 2004 is 10 percent. Minority utilization in the Environmental & PP Cabinet increased by 0.49 percent, a steady progression toward the long-term goal for minority utilization.<sup>19</sup>

Employment goals were met in the following EEO categories: Protective services workers and service maintenance. The areas for opportunity include the following categories: administrators, professional, technicians, para professionals, office and clerical workers and craftsmen.

### **Environmental & Public Protection Cabinet Female Utilization Data**

The data contained in this report reflects employment statistics from July 1, 2005 through December 30, 2005. The overall percentage of females employed during the reporting period decreased from 40.42 to 40.23 percent.<sup>20</sup> The female hiring goal established on July 1, 2004 is 52.42 percent. Female utilization in the Environmental & Public Protection Cabinet decreased by 0.19 percent.<sup>20</sup>

Employment goals were met in the following EEO categories: para professionals and office and clerical workers. Areas for opportunity include the following categories: administrators, professional, technicians, protective services workers, service maintenance and craftsmen.

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<sup>3</sup> Minority hires increased from 146 to 162.

<sup>4</sup> Female hires increased from 1,146 to 1,163

## Environmental & Public Protection Cabinet Utilization Table

JOB CATEGORY	TOT EMPS	MIN	% MIN	UNDER UTIL	PROJ % GOAL	FEMALE EMPS	% FEMALE	UNDER UTIL	PROJ % GOAL	# MIN NEEDED	# FEMALE NEEDED
EEO GRP 1: OFFICIALS & ADMIN	442	10	2.26	YES	10.00%	143	32.35	YES	52.42%	34.2	88.7
EEO GRP 2: PROFESSIONAL	1,828	119	6.51	YES	10.00%	760	41.58	YES	52.42%	63.8	198.2
EEO GRP 3: TECHNICIANS	371	20	5.39	YES	10.00%	77	20.75	YES	52.42%	17.1	117.5
EEO GRP 4: PROTECT SERV WRKR	16	2	12.50	NO	10.00%	3	18.75	YES	52.42%	0	5.4
EEO GRP 5: PARA PROFESSIONAL	32	3	9.38	YES	10.00%	28	87.50	NO	52.42%	0.2	0
EEO GRP 6: OFFICE & CLERICAL	146	5	3.42	YES	10.00%	139	95.21	NO	52.42%	9.6	0
EEO GRP 7: CRAFTSMEN	41	1	2.44	YES	10.00%	9	21.95	YES	52.42%	3.1	12.5
EEO GRP 8: SERVICE MAINTENANCE	15	3	20.00	NO	10.00%	4	26.67	YES	52.42%	0	3.9
TOTAL	2,891	162	5.64			1,163	40.23				

## **Health & Family Services Cabinet Analysis**

### **Health & Family Services Cabinet Minority Utilization Data**

The data contained in this report reflects employment statistics from July 1, 2005 through December 30, 2005. The overall percentage of minorities employed during the reporting period increased from 12.15 to 12.31 percent.<sup>21</sup> The minority hiring goal established on July 1, 2004 is 10 percent. Minority utilization for the Health & Family Services increased by 0.16 percent, a steady progression toward the long-term goal for minority utilization.<sup>21</sup>

Employment goals were met in the following EEO categories: professional, technicians, protective services workers, office and clerical workers, craftsmen, para professionals, and service maintenance. The area for opportunity includes the following category: administrators.

### **Health & Family Services Cabinet Female Utilization Data**

The data contained in this report reflects employment statistics from July 1, 2005 through December 30, 2005. The overall percentage of females employed during the reporting period increased from 78.26 to 78.31 percent.<sup>22</sup> The female hiring goal established on July 1, 2004 is 52.42 percent. Female utilization for the Health & Family Services Cabinet decreased by 0.05 percent.<sup>22</sup>

Employment goals were met in the following EEO categories: para professionals, officials and administrators, professionals, technicians, office and clerical workers and service maintenance. The areas for opportunity include the following categories: craftsmen and protective services workers.

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<sup>21</sup> Minority hires increased from 1,077 to 1,080.

<sup>22</sup> Female hires decreased from 6,935 to 6,869

## **Health & Family Services Cabinet Utilization Table**

JOB CATEGORY	TOT EMPS	MIN	% MIN	UNDER UTIL	PROJ % GOAL	FEMALE EMPS	% FEMALE	UNDER UTIL	PROJ % GOAL	# MIN NEEDED	# FEMALE NEEDED
EEO GRP 1: OFFICIALS & ADMIN	463	41	8.86	YES	10.00%	280	60.48	NO	52.42%	5.3	0
EEO GRP 2: PROFESSIONAL	4,821	528	10.95	NO	10.00%	3,834	79.53	NO	52.42%	0	0
EEO GRP 3: TECHNICIANS	254	26	10.24	NO	10.00%	189	74.41	NO	52.42	0	0
EEO GRP 4: PROTECT SERV WRKR	105	25	23.81	NO	10.00%	38	36.19	YES	52.42%	0	17.0
EEO GRP 5: PARA PROFESSIONAL	1,565	261	16.68	NO	10.00%	1,311	83.77	NO	52.42%	0	0
EEO GRP 6: OFFICE & CLERICAL	781	84	10.76	NO	10.00%	747	95.65	NO	52.42%	0	0
EEO GRP 7: CRAFTSMEN	63	9	14.29	NO	10.00%	7	11.11	YES	52.42%	0	26.0
EEO GRP 8: SERVICE MAINTENANCE	720	106	14.72	NO	10.00%	463	64.31	NO	52.42%	0	0
TOTAL	8,772	1,080	12.31			6,869	78.31				

## **Personnel Cabinet Analysis**

### **Personnel Cabinet Minority Utilization Data**

The data contained in this report reflects employment statistics from July 1, 2005 through December 30, 2005. The overall percentage of minorities employed during the reporting period increased from 10.68 to 11 percent.<sup>23</sup> The minority hiring goal established on July 1, 2004 is 10 percent. Minority utilization in Personnel Cabinet increased by 0.32 percent, a steady progression toward the long-term goal for minority utilization.<sup>23</sup>

Employment goals were met in the following EEO categories: administrators, professionals and office and clerical workers. The areas for opportunity include the following categories: technicians and para professionals.

### **Personnel Cabinet Female Utilization Data**

The data contained in this report reflects employment statistics from July 1, 2005 through December 30, 2005. The overall percentage of females employed during the reporting period increased from 74.76 to 77.51 percent.<sup>24</sup> The female hiring goal established on July 1, 2004, is 52.42 percent. Female utilization for the Personnel Cabinet increased by 2.75 percent.<sup>24</sup>

Employment goals were met in the following EEO categories: para professionals, administrators, professionals, technicians and office and clerical workers.

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<sup>3</sup> Minority hires increased from 22 to 23.

<sup>4</sup> Female hires increased from 154 to 162

## Personnel Cabinet Utilization Table

JOB CATEGORY	TOT EMPS	MIN	% MIN	UNDER UTIL	PROJ % GOAL	FEMALE EMPS	% FEMALE	UNDER UTIL	PROJ % GOAL	# MIN NEEDED	# FEMALE NEEDED
EEO GRP 1: OFFICIALS & ADMIN	30	3	10.00	NO	10.00%	18	60.00	NO	52.42%	0	0
EEO GRP 2: PROFESSIONALS	149	17	11.41	NO	10.00%	115	77.18	NO	52.42%	0	0
EEO GRP 3: TECHNICIANS	11	1	9.09	YES	10.00%	10	90.91	NO	52.425	0.1	0
5PARA PROFESSIONAL	4	0	0	YES	10.00%	4	100	NO	52.42%	0.4	0
EEO GRP 6: OFFICE & CLERICAL	15	2	13.33	NO	10.00%	15	100	NO	52.42%	0	0
TOTAL	209	23	11.00			162	77.51				

## **Legislative Branch Analysis**

The Legislative Branch includes the following departments: Legislative, Legislative Research Commission and the General Assembly.

### **Legislative Branch Minority Utilization Data**

The Legislative Branch has 5.02 percent minority employment. The minority hiring goal established on July 1, 2004, is 10 percent. Areas for opportunity include the following categories: administrators, professionals, technicians, craftsmen, and office and clerical workers.

The General Assembly has not utilized minority employment. The minority hiring goal established on July 1, 2004 is 10 percent. The areas for opportunity include the following categories: technicians, administrators, professionals, office and clerical.

The Legislative Research Commission has 5.24 percent utilization in minority employment. The goal established on July 1, 2004 is 10 percent. The areas of opportunity include: administrators, professionals, technicians, office and clerical workers and craftsman.

### **Legislative Branch Female Utilization Data**

The Legislative Branch has 53.97 percent utilization in female employment. The goal established on July 1, 2004 is 52.42 percent. Areas for opportunity include the following categories technicians and craftsman.

The General Assembly has 60 percent utilization in female employment. The General Assembly has achieved the established goal for female employment however; there is still opportunity in the areas of administrators and professionals.

The Legislative Research Commission has 53.71 percent utilization in female employment. The goal established on July 1, 2004 is 52.42 percent. The area of opportunity includes technicians and craftsman.

## Legislative Branch Utilization Tables

JOB CATEGORY	TOT EMPS	MIN	% MIN	UNDER UTIL	PROJ% GOAL	FEMALE EMPS	% FEMALE	UNDER UTIL	PROJ % GOAL	# MIN NEEDED	# FEMALE NEEDED
EEO GRP 1: OFFICIALS & ADMIN	33	2	6.06	YES	10.00%	18	54.55	NO	52.42%	1.3	0
EEO GRP 2: PROFESSIONAL	72	4	5.56	YES	10.00%	40	55.56	NO	52.42%	3.2	0
EEO GRP 3: TECHNICIANS	110	5	4.55	YES	10.00%	57	51.82	YES	52.42%	6.0	0.7
EEO GRP 6: OFFICE & CLERICAL	20	1	5.00	YES	10.00%	12	60.00	NO	52.42%	1.0	0
EEO GRP 7: CRAFTSMAN	1	0	0	YES	10.00%	0	0.00	YES	52.42%	0.1	0.5
EEO GRP 9: OTHER	3	0	0	YES		2	66.67	NO		0	0
TOTAL	239	12	5.02			129	53.97				



## Legislative Research Commission

JOB CATEGORY	TOT EMPS	MIN	% MIN	UNDER UTIL	PROJ% GOAL	FEMALE EMPS	% FEMALE	UNDER UTIL	PROJ % GOAL	# MIN NEEDED	# FEMALE NEEDED
<b>DEPT: LEGISLATIVE RESEARCH COMMISSION</b>											
EEO GRP 1: OFFICIALS & ADMIN	31	2	6.45	YES	10.00%	18	58.06	NO	52.42%	1.1	0
EEO GRP 2: PROFESSIONALS	70	4	5.71	YES	10.00%	39	55.71	NO	52.42%	3.0	0
EEO GRP 3: TECHNICIANS	106	5	4.72	YES	10.00%	54	50.94	YES	52.42%	5.6	1.6
EEO GRP 6: OFFICE & CLERICAL	18	1	5.56	YES	10.00%	10	55.56	NO	52.42%	0.8	0
7CRAFTSMAN	1	0	0.00	YES	10.00%	0	0.00	YES	52.42%	0.1	0.5
EEO GRP 9: OTHER	3	0	0.00	YES	10.00%	2	66.67	NO	52.42%	0	0
<b>TOTAL</b>	<b>229</b>	<b>12</b>	<b>5.24</b>			<b>123</b>	<b>53.71</b>				

## General Assembly

JOB CATEGORY	TOT EMPS	MIN	% MIN	UNDER UTIL	PROJ% GOAL	FEMALE EMPS	% FEMALE	UNDER UTIL	PROJ % GOAL	# MIN NEEDED	# FEMALE NEEDED
EEO GRP 1: OFFICIALS & ADMIN	2	0	0.00	YES	10.00%	0	0.00	YES	52.42%	0.2	1.0
EEO GRP 2: PROFESSIONALS	2	0	0.00	YES	10.00%	1	50.00	YES	52.42%	0.2	0
EEO GRP 3: TECHNICIANS	4	0	0.00	YES	10.00%	3	75.00	NO	52.42%	0.4	0
EEO GRP 6: OFFICE & CLERICAL	2	0	0.00	YES	10.00%	2	100.00	NO	52.42%	0.2	0
TOTAL	10	0	0.00			6	60.00				

## **Utilization Trend Analysis**

### **Female Utilization Trend Analysis**

The trend analysis for females in the past 10 years represents a slow steady progression. In 1995, there was 48.26 percent utilization in female employment (Figure 5). In 2005, there was 49.71 percent utilization in female employment. The goal established in July 1, 2004 was 52.42 percent. This trend reflects a 1.45 percent increase in female employment utilization. The slow but steady progression in female employment utilization is affected by traditional factors which affect overall employment status, which relates to normal attrition in employment.

### **Minority Utilization Trend Analysis**

The trend analysis for the minorities in the past 10 years represents a steady progression. In 1995, there was 7.14 percent utilization in minority employment (Figure 6). In 2005 there was 8.50 percent minority employment utilization. The goal established in July 1, 2004 was 10 percent. The trend reflects a 1.36 increase in minority employment utilization. The steady progression in minorities' employment utilization is affected by traditional factors which affect overall employment status, which relates to normal attrition in employment as well as increased recruitment efforts.

Figure 5: Female Utilization Trend

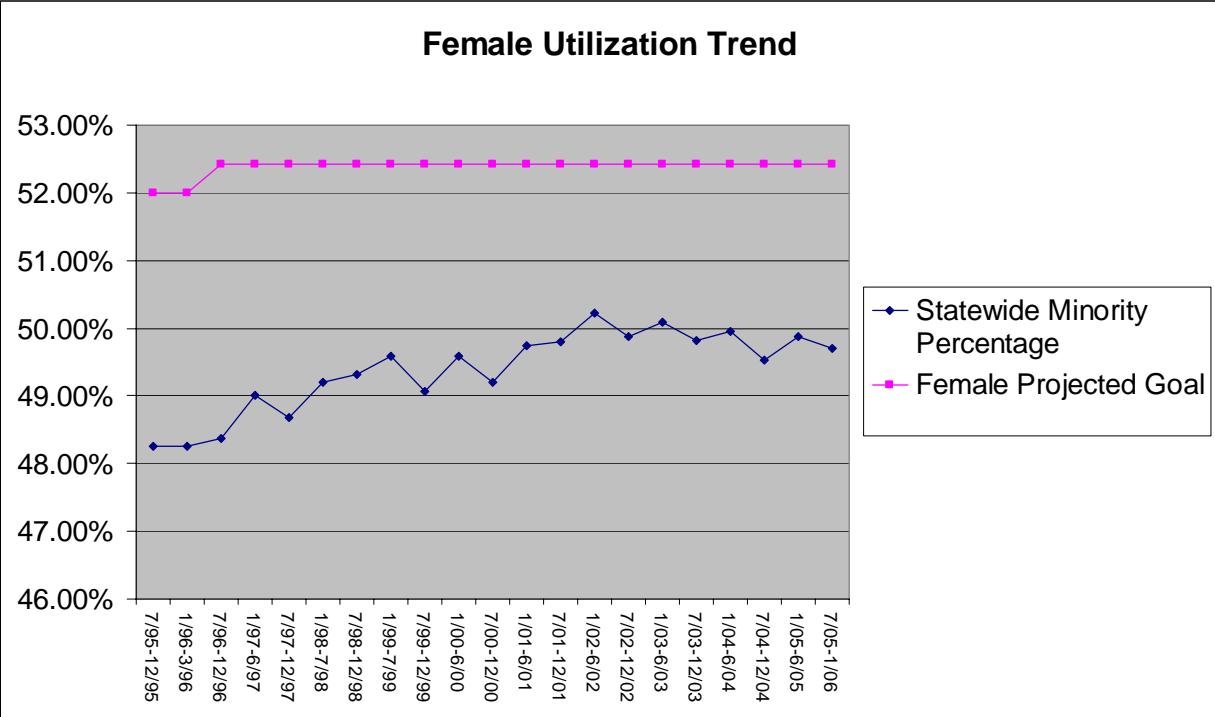
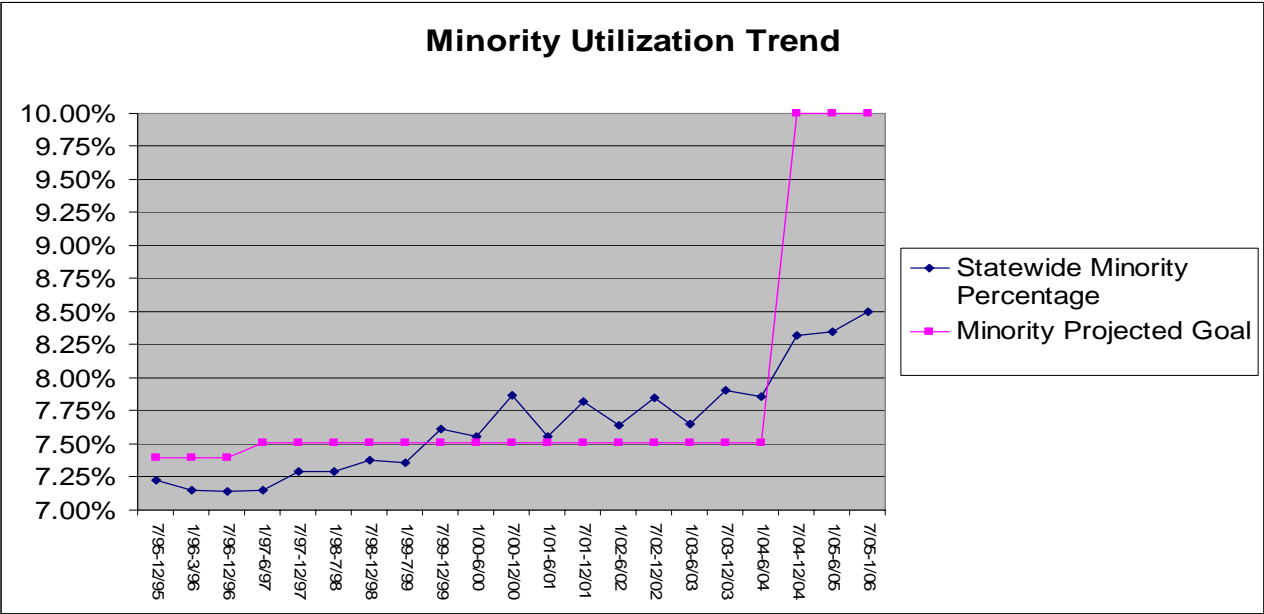


Figure 6: Ten Year Minority Utilization Trend



## **Appendix A**

### **EEO Categories**

**Officials and Administrators:** Occupations in which employees set broad policies, exercise overall responsibility for execution of these policies, or direct individual departments or special phases of the agency's operations, or provide specialized consultation on regional, district or area basis. Includes: Department heads, directors, assistant directors, branch managers, environmental health program administrators, controller, examiners, wardens, network engineers, resort park managers, police and fire chiefs, inspections and kindred workers.

**Professionals:** Occupations which require specialized and theoretical knowledge which is usually acquired through college training or through work experience and other training which provides comparable knowledge. Includes: Personnel and labor relations workers, social workers, doctors, psychologists, registered nurses, economist, dieticians, lawyers, systems analysts, accountants, engineers, employment and vocational rehabilitation counselors, correctional captains, health policy assistants and other kindred workers.

**Technicians:** Occupations which require a combination of basic scientific or technical knowledge and manual skill which can be obtained through specialized post secondary school education or through equivalent on the job training. Includes: Computer programmers and operators, draftsmen, surveyors, licensed practical nurses, photographers, radio operators, mine inspectors, programmers, systems engineer IT, highway technicians, technicians (medical, dental, electronic, physical sciences), administrative specialist I, inspectors and kindred workers.

**Protective Service Workers:** Occupations in which workers are entrusted with public safety, security and protection from destructive forces. Includes: Correctional officers, fire fighters, KVE inspector, facilities security officers, state park rangers, detectives, OSH safety consultants, hazardous device investigators, wildlife and boating law enforcement officers and kindred workers.

**Para Professionals:** Occupations in which workers perform some of the duties of a professional or technician in a supportive role, which usually require less formal training and/or experience normally required for professional or technical status. Such positions may fall within an identified pattern of staff development and promotion under a "new careers" concept. Includes: Administrative assistants, family support specialists, laboratory aids, revenue examiners, medical aids, child support workers, youth workers, museum guides, house parents, fish and wildlife technician and kindred workers.

**Office and Clerical:** Occupations in which workers are responsible for internal and external communication, recording and retrieval of data and/or information and other paper work required in an office. Includes: Administrative secretaries, bookkeepers, messengers, office machine operators, clerk-typists, stenographers, data entry operators, communication dispatchers, office managers, postal technicians, rehabilitation care aids, offender information specialists and kindred workers.

**Craft Workers (Skilled):** Manual workers of relatively high level (precision production and repair) having a full and comprehensive knowledge of the process involved in their work. Exercise considerable independent judgment and usually received an extensive period of training. Includes: mechanics and repairmen, electricians, heavy equipment operators, highway superintendents, carpenters, HVAC inspectors, locksmiths, correctional farm managers, fisheries biologist and kindred workers.

**Service/Maintenance:** Occupations in which workers perform duties which result in or contribute to the comfort, convenience, hygiene or safety of the general public or which contribute to the upkeep and care of buildings, facilities or grounds of public property. Workers in this group may operate machinery. Includes: Cooks, equine workers, elevator inspectors, highway equipment operators, janitors, laborers, laundry workers, park workers, patient aides, stores workers, veterans cemetery caretakers and kindred workers.